



**STANDARDS OF APPRENTICESHIP**  
**adopted by**

**SAINT GOBAIN CONTAINER/GMP IN-PLANT APPRENTICESHIP COMMITTEE**

(sponsor)

Skilled Occupational Objective(s):

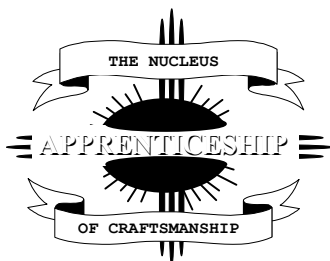
DOT

Term

INDUSTRIAL MAINTENANCE MECHANIC/REPAIRER

638.281-014

8000 HOURS



**APPROVED BY**

**Washington State Apprenticeship and Training Council**  
**REGISTERED WITH**

**Apprenticeship Section of Specialty Compliance Services Division**

Washington State Department Labor and Industries

Post Office Box 44530

Olympia, Washington 98504-4530

**APPROVAL:**

JULY 16, 1993

Initial Approval

By: LAFRANK NEWELL

Chairman of Council

JANUARY 19, 2001

Addendum Amended

By: PATRICK WOODS

Secretary of Council

JANUARY 17, 2003

Committee Amended

## SAINT GOBAIN CONTAINER/GMP IN-PLANT APPRENTICESHIP COMMITTEE

NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE INDIVIDUAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS.

1. GEOGRAPHICAL AREA COVERED:

The area covered by these Standards shall be limited to Saint Gobain Container/GMP facilities at 5801 E. Marginal Way South, Seattle, Washington 98134.

2. MINIMUM QUALIFICATIONS:

Age: Applicants for apprenticeship must be 18 years of age.  
Education: Applicants must be a high school graduate or the certified equivalent.  
Physical: Applicants must be physically qualified to work at the trade.  
Testing: Each applicant must successfully pass both practical and written Saint Gobain Container/GMP Maintenance employee candidate test (developed by DeCotiis Erhard Strategic Consulting Group) by a score of 70% or higher.  
Other: Must successfully pass company physical examination.

3. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:

A. Selection Procedures:

1. The Saint Gobain Container/GMP In-Plant Apprenticeship Committee and/or the Glass, Molders, Pottery, Plastics & Allied Workers Union #87 are not in any way serving as a referral agency.
2. After successfully passing test, in seniority order, the candidates will be interviewed by the committee using the Maintenance Apprenticeship Section form. The candidates will be scored based on test scores, related schooling, previous experience, physical fitness, attendance, safety record and interview results. At the time of interview the applicant shall be informed of the obligation to abide by the Standards established for the trade. Upon acceptance of the applicant, the Apprenticeship Committee shall make an evaluation based on the employer's recommendation and place the applicant in the program in the proper work experience and wage progression period and register the applicant with the Washington State Apprenticeship and Training Council.

B. Affirmative Action Plan:

1. Communicate information, within the shop or concerns, concerning equal opportunity policies of the program sponsor.

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2. Utilization of journey-level workers to assist in the implementation of the sponsor's affirmative action program.
3. Grant credit for previous trade experience or trade-related courses for all applicants equally.

4. TERM OF APPRENTICESHIP:

The term of apprenticeship shall be four (4) years of 8,000 hours of reasonable continuous employment.

5. PROBATIONARY PERIOD:

All apprentices employed in accordance with these Standards shall be subject to a probationary period not to exceed the first 1000 hours of employment.

6. RATIO OF APPRENTICES TO JOURNEYMEN:

For one (1) journey-level worker regularly employed within the plant workforce, employer may have one (1) apprentice.

7. WAGE PROGRESSION:

Apprentice shall be paid on the following percentage in accordance with WAC 296-04-270(2)(c):

Industrial Maintenance Mechanic/Repairer:

1st period (0000 - 0240 hours) 74.9% of journey-level worker rate of pay  
2nd period (0241 - 1000 hours) 76.2% of journey-level worker rate of pay  
3rd period (1001 - 2000 hours) 76.9% of journey-level worker rate of pay  
4th period (2001 - 3000 hours) 77.6% of journey-level worker rate of pay  
5th period (3001 - 4000 hours) 78.2% of journey-level worker rate of pay  
6th period (4001 - 5000 hours) 79.3% of journey-level worker rate of pay  
7th period (5001 - 6000 hours) 82.0% of journey-level worker rate of pay  
8th period (6001 - 7000 hours) 84.7% of journey-level worker rate of pay  
9th period (7001 - 8000 hours) 87.5% of journey-level worker rate of pay

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8. WORK PROCESSES:

<u>Industrial Maintenance/Repairer:</u>	<u>DOT #638.281-014</u>	<u>Hours</u>
1. Installing, dismantling, trouble shooting, inspecting, repairing and assembling of mechanical equipment including:.....		1560
a. Moving heavy equipment		
b. Lubrication and lubricating systems		
c. Alignment of machinery		
d. Drive mechanisms		
e. Precision hand fitting		
2. Steel Erection.....		400
Cuts, forms bends, burning and welding for erection of building frames, furnace steel work, chutes, elevators and other glass plant equipment. Erects rigging and scaffolding.		
3. Steel fabrication including cutting, forming, bending, etc., for installation maintenance of plant equipment. ....		1460
4. Install or repair plant oil, gas, air, water, steam lines and regulator equipment.....		1170
5. Sheet metal work required to install and maintain plant equipment including furnace cooling systems and buildings. ....		480
6. Carpentry work required for building maintenance. Builds and sets forms for furnace arches; crates, scaffolding.....		100
7. Masonry work including hot repairs. Install or repair port necks, shadow wall, forehearth skimmer and mantel block, burner blocks, water jackets, overcoat, blocks, etc. Apply insulation to furnaces.....		100
8. Furnace dismantling. Install drain equipment. Perform furnace start-up functions.....		100
9. Acetylene and electric welding, acetylene cutting and heating, bench and field welding and brazing.....		300
10. Electrical .....		1100
a. Electrical Circuits (high & low voltage). Conduit installation; layout and run wiring; install bus ducts; hook up and repair panel boards and switch gear.		

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- b. Electrical Equipment. Install and repair motors and generators, furnace electrodes, transformers, automatic starters, limit switches, solenoid valves, magnetic clutches, etc. Use of meters and testing equipment.
  - c. Electronics and Instrumentation. Bench work, trouble shooting, wiring components parts-power supply, tubes, transistors, rectifiers, amplifiers, detectors, oscillators, etc. Install and repair electronic, electrical and pneumatic instruments.
11. Machinist .....1230
- a. Set up and operation of machine tools for fabricating and repairing machine parts and tooling using such equipment as: milling machine, lathes, shaper, surface grinder, drill presses and band saw.
  - b. Installation, disassemble, inspecting, trouble shooting, repairing and assembling of glass forming and other mechanical equipment and equipment components.
    - (1) Lubricating and lubricating systems
    - (2) Alignment of machinery and component parts
    - (3) Precision hand fitting
    - (4) Drive and timing mechanisms
    - (5) Moving heavy equipment
  - c.
    - (1) Toolmaking-grind drills and cutting tips; cut templates; make tool holders, forming tools, bottle gauges, jigs and fixtures.
    - (2) Fabrication of machine parts and special equipment
    - (3) Install and repair piping and tubing on equipment
    - (4) Acetylene and electric welding, brazing, cutting and heating. Heli-Arc welding, heat treating.

**TOTAL HOURS: 8000**

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

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### 9. RELATED/SUPPLEMENTAL INSTRUCTION:

- A. Each apprentice shall enroll in and attend classes in subjects related to this trade as approved by the State Board for Community and Technical Colleges, for a minimum of 144 hours per year.
- B. The methods of related/supplemental training consist of one or more of the following:
  - (X) Supervised field trips
  - (X) Approved training seminars
  - ( ) A combination of home study and approved correspondence courses
  - (X) Technical College
  - (X) Community College
  - ( ) Training Trust
  - ( ) Other: (specify)
- C. Hours 144 Minimum.
- D. Satisfactory progress must be maintained in related training classes. (See Section 10, Administrative/Disciplinary Procedures.)

### 10. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

- A. Responsibility of Apprentices:
  - 1. To diligently and faithfully perform the work of the Shop, and to perform such other pertinent duties as may be assigned by the sponsor in accordance with the provisions of the Standards.
  - 2. To respect the property of the employer and abide by the working rules and regulations of the employer and the local Joint Apprenticeship Committee.
  - 3. To regularly attend and satisfactorily complete the required hours of instruction in subjects related to the trade, as provided under the Standards.

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4. To maintain such records of work experience and training received on the job and in related instruction as may be required by the Joint Apprenticeship Committee.
5. To develop safe working habits and conduct themselves in their work in such manner as to assure their own safety and that of their fellow workers.
6. Apprentices who are absent from school class sessions, unless officially excused, shall make up all such time lost before being advanced to the next period of their apprenticeship.
7. Apprentices shall not be paid for attending related instruction classes, however, should the Committee assign an apprentice to a class of instruction during working hours, they will be paid for time lost.
8. In case of failure of any apprentices to fulfill their obligations as to related instruction requirements, attendance and conduct with due cause, the Joint Apprenticeship Committee shall take necessary disciplinary action.
9. Apprentices shall work the same number of hours as journey-level workers employed in the trade, except that the apprentice shall not be allowed to work overtime if it interferes with their attendance at related instruction classes.
10. Apprentices absent from the services of their employer, unless officially excused, shall make up all such time lost before being advanced to the next period of their apprenticeship.

### B. Disciplinary Action:

The Joint Apprenticeship Committee shall have the authority to discipline an apprentice who fails to comply with the Apprenticeship Agreement or the Apprenticeship Standards. Disciplinary action that may be employed, at the discretion of the Committee, includes:

1. Postponement of advancement from one period to the next.
2. Cancellation or termination of the apprenticeship.

### C. Duties of Local Joint Apprenticeship Committee

1. To develop local Apprenticeship Standards consistent with the Washington State Apprenticeship Council and covering such additional items as:
  - a. Schedule of Work Experience  
Showing normal and necessary phases of the Shop to be learned including instructions on safe working habits and accident

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prevention and approximate number of hours to be devoted to each division of work.

b. Apprentice Records

Listing the specific records to be kept of each apprentice and the extent to which these records must be kept up-to-date.

2. To conduct themselves in a businesslike manner and to decide all matters by majority rules.
3. To be vitally concerned that the proper selection of apprentices has been made and to be sure that the qualifications set up in the Standards are satisfactorily fulfilled.
4. To see that all apprentices are under written Apprenticeship Agreement as provided by the Standards.
5. To request registration of Apprenticeship Agreements by the Washington State Apprenticeship Council and to notify this agency of all completions, Cancellations, or temporary suspensions of any such Apprenticeship Agreements.
6. To make every effort to keep the apprentice continuously employed and assure them of well-rounded training and experience in all phases of the shop.
7. To see that the work experience and related training requirements of the Apprenticeship Standards are being met and to maintain adequate records of each apprentice showing work experience, related training and general progress in learning the work of the Shop.
8. To recommend to proper authorities when an apprentice has satisfactorily completed his apprenticeship, and is eligible for recognition as a journey-level worker.
9. To see that all apprentices are issued recognized Certificates of completion after satisfactory completion of the term of apprenticeship. Completion Certificates are available from the registration agency, for all apprentices completing their apprenticeship under registered standards.
10. To supervise the enforcement of all the provisions of the Standards.

11. COMPOSITION OF COMMITTEE AND ALTERNATES:



## **SAINT GOBAIN CONTAINER/GMP IN-PLANT APPRENTICESHIP COMMITTEE**

The Joint Apprenticeship Committee shall be composed equally of members representing management and members representing labor. Members of the Apprenticeship Committee shall be selected by the groups they represent. A quorum shall consist of three (3) committee members.

### **The Employer Representatives Shall Be:**

Jason Noble, Secretary  
5801 E Marginal Way South  
Seattle, WA 98134

Tom Jones  
5801 E Marginal Way South  
Seattle, WA 98134

Ben Michaelson  
5801 E Marginal Way South  
Seattle, WA 98134

### **The Employee Representatives Shall Be:**

Wayne Carlson, Chairman  
5801 E Marginal Way South  
Seattle, WA 98134

Ray Sherman  
5801 E Marginal Way South  
Seattle, WA 98134

Kurt Davis  
5801 E Marginal Way South  
Seattle, WA 98134

Pete Wallace, Alternate  
5801 E Marginal Way South  
Seattle, WA 98134

12. **SUBCOMMITTEE** (None)
13. **TRAINING DIRECTOR/COORDINATOR** (None)